

Customized Evaluation Process

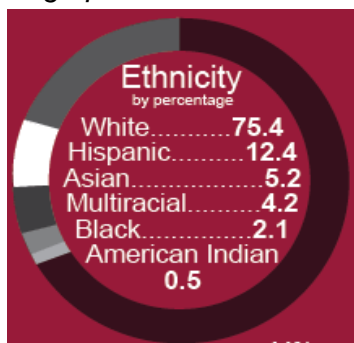
Bartholomew Consolidated School Corp. is Making it Happen!



WE ARE an 11,500 student school district encompassing the area of Columbus, Indiana, a large town located 40 miles south of Indianapolis.

OUR STUDENTS & FAMILIES

54 native languages are spoken across all of BCSC. Our demographic breakdown is:



OUR PROMISING PRACTICE

BCSC implements Universal Design for Learning (UDL) and Positive Behavior Instructional Support (PBIS). UDL provides guidelines for teachers to create curricula that properly stimulate all different kinds of learning preferences, and guides students in becoming expert learners. PBIS is a systems approach to improving school and classroom behavior among students.

UDL supports PBIS when considering the design of the learning environment. A classroom environment that is designed using the UDL framework is considering student variability, focusing on antecedents that may cause certain behaviors to arise and work to decrease those behaviors by providing procedures, scaffolds, and options which increase engagement within the learning environment.

Through the implementation of the UDL framework student test scores in all sub groups increased annually from 2009-2014. These improved student learning outcomes are the result of improved learning environments and teacher instructional effectiveness supported by the BCSC teacher success rubric, which is grounded in the UDL framework. We worked closely with INTASS in the development of our customized teacher evaluation rubric. Fifty percent of the teacher evaluation is based on the implementation of UDL with an additional 15% based on PBIS. This results in 65% of a teacher's effectiveness being determined by the implementation of UDL and PBIS.

OUR STEPS

UDL was initially created as a service delivery plan focused on special education. In time, building level teams were trained and UDL goals became part of school improvement plans. Instructional Consultation Teams were implemented and training was broadened to school-wide. In 2012 INTASS guided us in the development of our customized teacher success rubric. In 2015 our district began focusing on measuring schoolwide learning outcomes. Today, UDL continues to be the framework through which all initiatives and practices are implemented.

I believe the evaluation process is a win-win situation: for the students, for the educators, and for the community. It promotes social and academic growth for all. – BCSC teacher

By establishing an evaluation system that is aligned with the district's focus on UDL, BCSC has operationalized high expectations for their educators. The system is a platform to provide guidance to their teachers and other educators while simultaneously improving the learning outcomes of all students, a desired achievement in any educational system. – Loui Lord Nelson, Ph.D.

The BCSC educator evaluation system has added value to the culture of teaching and learning in your district. – Sandi Cole and Hardy Murphy, Co-project Directors, INTASS

For more information about our school or corporation, email: jensenb@bcsc.k12.in.us or visit our website: www.bcsc.k12.in.us